

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

February 2014

Site	Position	Justification
GC	Respiratory Therapy instructor # IN00196	<ul style="list-style-type: none"> • What will position do? This is a replacement position for a full-time tenure track Respiratory Therapy instructor. The instructor for this position will teach four (4) on campus classes and a 12- hour clinical each week for both fall and spring semesters. • Current status of position? <p align="center">This is a vacant position that will be vacated in June 2014 and replacing this position will allow continuation of the current FTES in this cohort program. There are presently over 50 students in the respiratory therapy program.</p> • Strategic Staffing Rationale <p>The hiring of this position addresses accreditation mandates. The Commission on Accreditation for Respiratory Care (CoARC) accreditation manual for Respiratory Therapy states – Standard 2.02 that “the sponsoring institution must ensure the program has sufficient number of appropriately qualified faculty members...” During the site visit in November the accreditors stated there can be no less than two (2) FTEF in any Respiratory Therapy program. In addition CoArc requires there be a clinical educator (Standard 2.03) in the program who is responsible for clinical site visits, clinical assignments and is available to address any clinical issues that may arise. The release time for this position is .315. CoArc also requires a program director (Standard 2.03). The release time for this position is .4075. The clinical educator is slightly over load with her current teaching responsibilities. Without the replacement of this position the program will be out of compliance with Co Arc regulations requiring a minimum of 2 FTEF. Replacing this vacated position would provide 2.2775 FTEF and thus meet the legal mandate from CoArc.</p> • Present a rational that includes the following (where applicable): <ol style="list-style-type: none"> 1. <u>Will the position result in increased student FTE? How/How much?</u> No 2. <u>Will the position increase student access, progress, and success? How</u> Yes. Presently the remaining faculty is composed of adjunct instructors. Knowledge and commitment to the curriculum in healthcare fields generally comes best from full-time faculty. The availability of office hours with full-time faculty provides time for faculty to remediate students. 3. <u>What impact will the position (or not filling the position) have on workload distribution within the work unit?</u> If this position is not filled the program will be out of compliance with

their accrediting body that requires a minimum of 2.0 FTEF. Part time faculty is seldom available to teach due to their work schedule with their full-time job. It is a constant challenge to find part-time faculty just to teach clinical. All part time faculty are full time employees in hospitals whose workload demands vary dramatically. Changes in faculty assignments occur up to the week before and sometimes the week of the semester beginning as well as anytime during the semester due to their full-time employment.

4. How much part-time, overtime is currently being used?
None. Presently with the 3 full time faculty we have, one full-time faculty is over load. Presently there are 14 part time faculty teaching the clinical component in the Respiratory Therapy program. This semester there has not been the need to request a part-time faculty member be allowed to teach over .67 as has occurred in the past. The request to allow part time faculty to teach over .67 has not been needed this semester due to having a compliment of 3 full time faculty.
5. How does this position address strategic priorities and/or institutional priorities?
Student success is a strategic goal for the college and district. Filling this position will provide curricular continuity and maintain the high standards of the program.
6. What other benefits to GCCCD will result from filling this position?
Filling this position will contribute to persistence, reduced attrition, and high graduation rates for students in this program. Filling this position with a full time faculty member will also continue to provide the program rigor and excellent reputation it has in the community thus representing GCCCD in a positive manner.
7. Is there other information that should be considered when analyzing and evaluating this request?
This will be a very difficult position to fill. If not filled the program will have to try to recruit part-time faculty to teach in the classroom and clinical setting. Due to the load restrictions and the fact that part time faculty are employed full time in a facility this would require multiple part-time faculty.